2019 Diversity Recruitment

&

Retention Report

Together-It's Possible

CCPS STRATEGIC PLAN

WORKFORCE

Develop & Support
a Successful
Workforce

Pillar III

- *Recruit and retain highly qualified employees reflective of our school system community.*

- *Provide professional and leadership development to retain and promote an effective and culturally competent workforce.*

- *Leaders promote a culture of continuous improvement of academic achievement, employee growth, and operations.*

Together-It's Possible
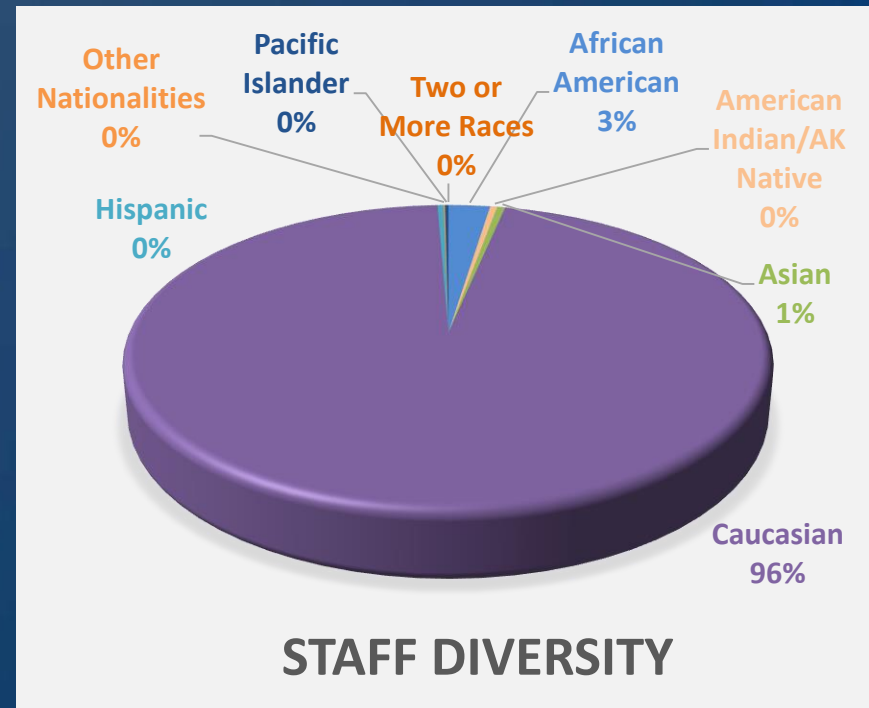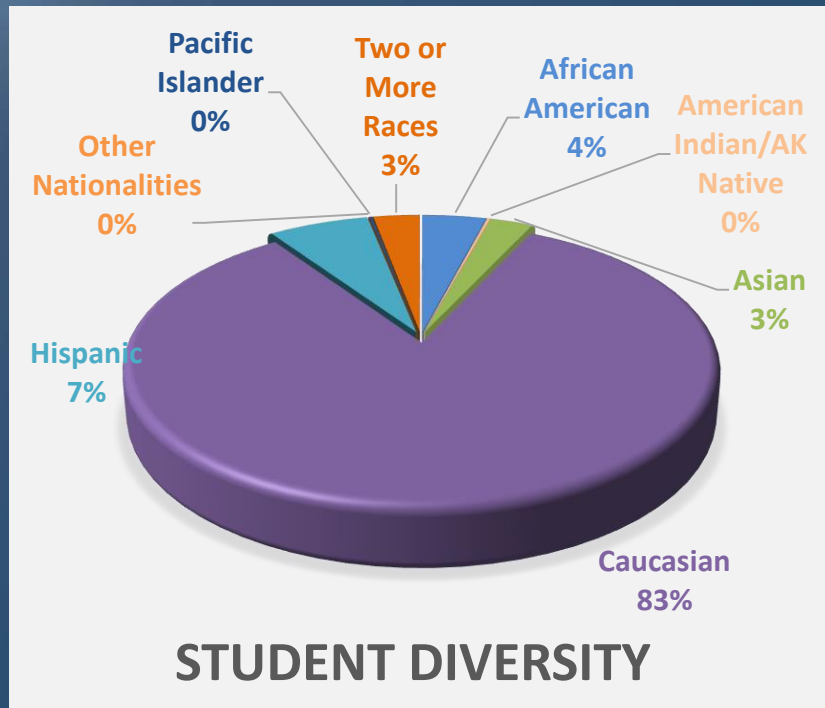
Minority Recruitment Benefits

- *African-American students who have just one African-American teacher in elementary school are 13 percent more likely to enroll in college than their peers.[1]*

- *A diverse workforce promotes and supports the mission of education that is multicultural for all students.[2]*
  - *Equity & Diversity Inclusion*
  - *Student Preparation for a Global Economy*
  - *Confidence Builder*
  - *Promote Empathy and Reduces Prejudice*
  - *Improve Student Achievement*
  - *Foster Creativity*

Sources:
1. https://www.npr.org/2019/01/11/682194015/-black-teachers-helps-black-students-get-to-college
2. https://www.kickboardforschools.com/blog/post/5-benefits-of-teaching-classroom-diversity
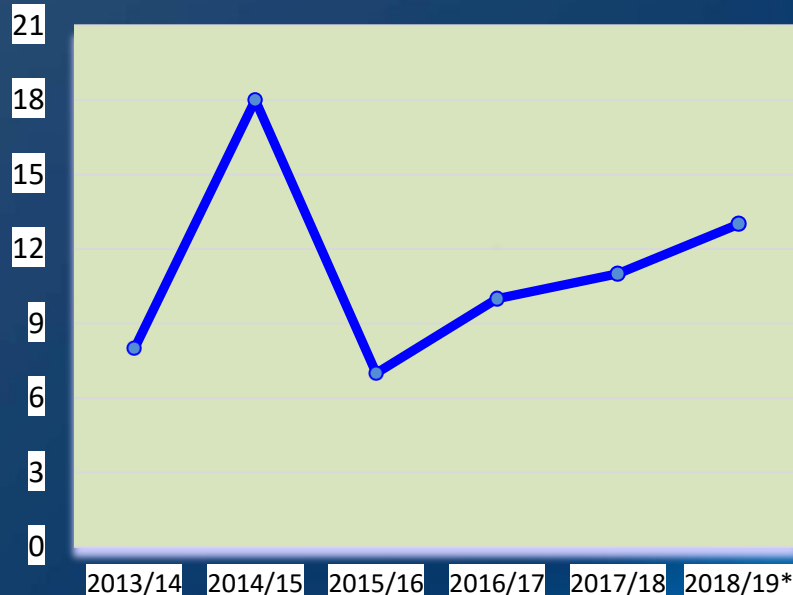
Together-It's Possible

Recruiting & Retaining Diverse Employees

- **Required by the State to work to develop a workforce that is "reflective of the composition of the population"**

- **Current overall demographics:**

  - **Minority Students – 17%**

  - **Minority Employees – 4%**

- **Retention rates:**

  - **Non-minority employees – 96%**

  - **Minority employees – 80%**

Together-It's Possible

Diversity of New Hires

Fiscal Year	Educ.	Cust.	Clerk	Cafe Worker	Admin /Sup.	ATSP	Instr. Asst.	Total Staff
2013/14	4	0	0	0	1	1	2	8
2014/15	10*	3	0	1	1	1	2	18
2015/16	4	1	0	1	0	1	0	7
2016/17	5	2	0	0	2	1	0	10
2017/18	5*	0	0	0	0	1	5	11
2018/19	**8**	**0**	**1**	**2**	**1**	**0**	**1**	**13**

*Includes school counselors & psychologist

Annual Total Recruited Minority Staff

6

Minority Educator Staffing

Category	2014/2015	2015/2016	2016/2017	2017/18	2018/19
Minority Educators	8	10	4	4	8
Total # of New Hires	128	148	171	119	98
% of Minority Educators Hired	6%	7%	2%	3%	8%

- **2018/19 minority educator recruitment increased by 5%.**
- **Minority recruitment 5 year average remains at 5%.**

- Candidate demographics are unknown until self-identified by employee.
- Reporting period is based on school calendar year.

Together-It's Possible

2018/19 Minority Educator Regional Comparison

Carroll County	8	Frederick County	41
Asian	2	Asian	7
Black/African American	4	Black/African American	21
India	1	India	1
Hispanic	1	Hispanic	12
Harford	29	Howard	103
Asian	6	Data not available	
Black/African American	22		
India	1		
Hispanic	0		

8

Together-It's Possible

Continuous Recruitment Partnerships

- Bowie State
- Coppin State
- Morgan State
- University of Maryland Eastern Shore

Partnerships Established in 2018-19

- Atlantic Regional Education Alliance
- Howard University
- LatPro
- National Society for Hispanic Professionals
- New Jersey Education Career Fair
- University of the District of Columbia

Together-It's Possible

Gender Disparity

"All students benefit from diverse teaching perspectives, and gender roles are a big part of that."*

- **Gender Distribution:**
  - **Female – 80%**
  - **Male – 20%**

- **Lack of gender movement for the past decade.**

Source:
https://www.usatoday.com/story/news/2017/07/22/male-teacher-shortage-affects-boys-who-need-role-models/103585138/

Together-It's Possible

Minority Recruiting Challenges

- Number of minorities entering the field of education
- Percentage of male educators
- Reduction in funding designated for recruiting
- Reduction in regional minority educator recruiting events
- Limited regional staffing events for support staff.

Together-It's Possible

Recruiting Initiatives

- **Public Relations Program with Recruiting Focus**
- **Enhance educator internships with a focus on a partnership between designated Professional Development Schools and minority educators**
- **Professional Development for Recruiters**

Together-It's Possible

Diversity Leadership
&
Retention Efforts

Diversity Leadership Efforts

<u>Accomplishments</u>

- Hosted Minority "Welcome Home" Social Gathering.
- "Spring Into Action" Social Event

Together-It's Possible

Diversity Leadership Efforts

- One-on-One School Site Visits

- Implementation of Minority Climate and Engagement Survey

- Creation of "PFF"
  - Professional Friend Forever Support Line

Together-It's Possible

Diversity Leadership Growth & Opportunities

Developing the next generation of CCPS leaders.

- Equity & Diversity Conferences

- CCPS Outreach Committee

- Partnership with CCEA in support of their Minority Teacher Mentor Program

Together-It's Possible

Diversity Leadership Cultural Proficiency

Accomplishments

- **Diversity Training for CCPS Leadership**
- **Carroll One Book Courageous Conversations**

Diversity Leadership Cultural Proficiency

Expansion of the annual Culture EXPO

Culture Expo

Employee Statement

Together-It's Possible
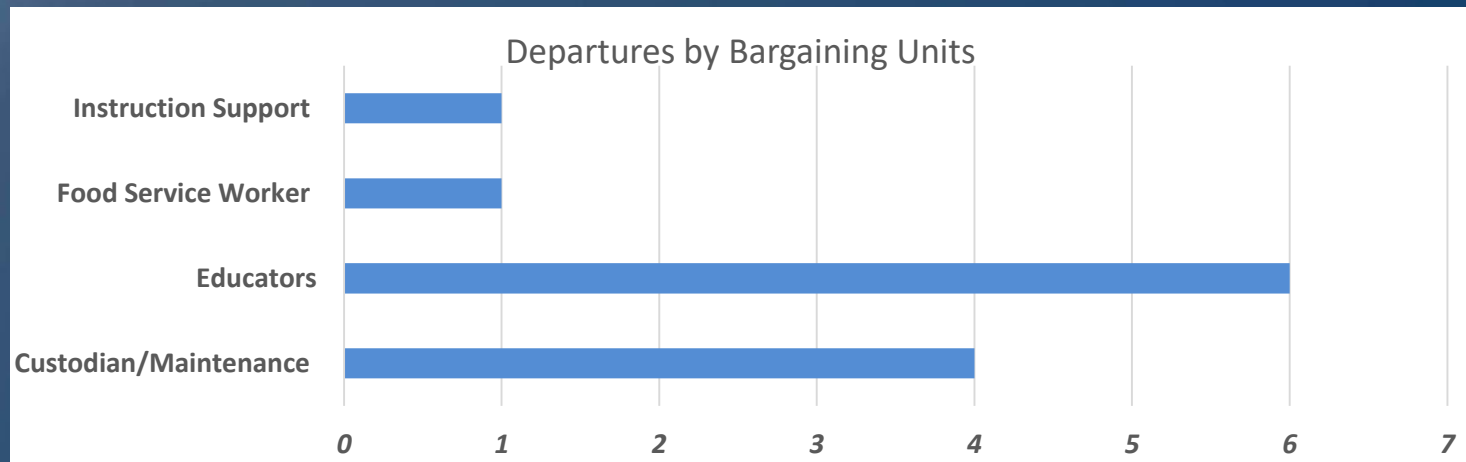
Minority Educator Retention Rate

- *2015/16 – 100% attrition equivalent to the number hired during the previous hiring cycle*

- *2016/17 – 75% retention rate*

- *2017/18 – 100% attrition equivalent to the number hired during the previous hiring cycle*

- *2018/19 – 150% attrition over previous cycle*

Together-It's Possible

2018/19 Minority Departures

Departures by Bargaining Units

Bargaining Unit	Departures
Instruction Support	1
Food Service Worker	1
Educators	6
Custodian/Maintenance	4

(Chart x-axis: 0 1 2 3 4 5 6 7)

Separation Categories:
Leave of Absence – 1
Release/Termination - 2
Resignation – 7
Retirement – 2

(Data Period: 2/18 – 2/19)

Together-It's Possible

Minority Retention Goals

- ***Obtain an 2019 Minority retention rate of 70% or higher for all bargaining units.***

- ***By 2022-23 have the Minority retention rate equal to non-minority retention at approximately 95%.***

Together-It's Possible

Leadership Initiatives

- *Provide cultural proficiency training to additional staff.*

- *Partner with Carroll Community College for Building Supervisors leadership training.*

- *Developing training series to enhance clerical skills.*

Together-It's Possible

Employee Growth

- *Partner with Instructional Leadership Team to develop a career ladder program which promotes administrator leadership.*

- *Generate a minority support program which assist in the development of future minority leaders within all bargaining units.*

Together-It's Possible

Questions

Together-It's Possible